

# Statement of No-Confidence

We, the union members of the Franklin Police Patrolman's Association, New England Police Benevolent Association, Local 214 have written this letter to express our dissatisfaction with the command staff and administration including the following; Chief David Goldstein, Lieutenant Daniel Poirier, Lieutenant Ralph Hale Jr., and City Manager Judie Milner.

This letter is an expression of our vote of no-confidence. We understand the gravity of this decision and did not come to it hastily. The vote of no-confidence in command staff and administration is supported by an overwhelming majority.

Throughout the years and more so recently we have had concerns with Chief Goldstein's leadership and direction or lack thereof. Chief Goldstein's absentee leadership has directly led to the retaliatory and unjust treatment of union members by subordinate leadership or himself.

When members grieved their mistreatment to Chief Goldstein, he failed to act with compassion, understanding, or willingness to listen. Instead, in most circumstances, he would blindly support subordinate leadership and refused to communicate with aggrieved members and/or representatives.

This has brought forth concerns about his leadership competence, trust with members, decision-making, the direction of the department, and the use of department talent and resources.

Chief Goldstein's absentee leadership has created an atmosphere of hostility, retaliation, and intimidating behavior. Which has established a pattern and practice of inequitable treatment of union members.

Preferential treatment and cronyism run amok under his supervision. A member who speaks out or attempts to acknowledge such is outcasted and ostracized either directly by Chief Goldstein and/or his subordinate leaders. Members have experienced a loss of earning capacity, assignments, training opportunities, and low morale.

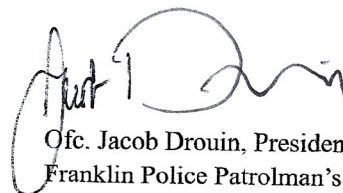
Relief has not been found at the Office of the City Manager Judie Milner, who is aware of allegations of retaliation and inequitable treatment by the command staff and administration. Instead, members' rights have been violated, and progressive discipline enacted for their grievances.

We, the union members, would like you, the Chief, the Lieutenants, and the City Manager, to take accountability for your actions and have a more responsive posture on certain issues. We feel this is the only way that we can communicate, both publicly and internally, our displeasure over the actions that have been taken.

While taxpayers have lost experienced and talented members due to the concerns around leadership. We assure them and visitors of New Hampshire's smallest city that service will remain unaffected as we express the lack of confidence in leadership.

Respectfully,

Franklin Police Patrolman's Association, Local 214



Ofc. Jacob Drouin, President  
Franklin Police Patrolman's Association  
Local 214